

Nebraska Workforce Development Board  
Meeting Minutes  
September 10, 2020, 9a – 12p  
Administrative Services Building  
Conference Room D, 4<sup>th</sup> Floor  
1526 K Street, Lincoln, Nebraska 68508

Agenda item 1. Call to Order

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Chair Mark Moravec called to order the meeting of the Nebraska Workforce Development Board (the Board) on September 10, 2020 at approximately 9a at Nebraska Department of Administrative Services, 4<sup>th</sup> floor, Conference Room D, Lincoln, NE.

Chair Moravec introduced new board member, Senator Jim Smith. Jim is currently Executive Director of Blueprint Nebraska. He is a former State Senator representing District 14 in Papillion

Bradley Pierce was introduced as the Interim Director of Employment and Training. Shauna Smith was introduced as the new Reemployment Services Administrator, and Nicole Goodwin was introduced as the new Administrative Assistant.

Agenda item 2. Roll Call

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Nicole Goodwin called roll and advised Chair Moravec that quorum was established.

Members in attendance

- |                    |                       |
|--------------------|-----------------------|
| 1. John Albin      | 8. Mark Moravec       |
| 2. Gary Dixon, Jr. | 9. Kyle Nixon         |
| 3. Jason Feldhaus  | 10. Bradley Schroeder |
| 4. Michael Geary   | 11. Jennifer Sedlacek |
| 5. Allan Hale      | 12. Jim Smith         |
| 6. James Hanson    | 13. Becky Stitt       |
| 7. Susan Martin    | 14. Lisa Wilson       |

Members absent

- |                           |                    |
|---------------------------|--------------------|
| 1. Governor Pete Ricketts | 9. Anthony Goins   |
| 2. Senator Joni Albrecht  | 10. Tate Lauer     |
| 3. Greg Adams             | 11. Don Nordell    |
| 4. Kyle Arganbright       | 12. Terri Ridder   |
| 5. Elizabeth Babcock      | 13. Dannette Smith |
| 6. Phil Bakken            | 14. Carol Swigart  |
| 7. Brian Deakin           | 15. Paul Turman    |
| 8. Lindy Foley            |                    |

## Nebraska Department of Labor (NDOL) Board Support Staff

1. Brad Pierce, Interim Director of Employment and Training, Office of Employment and Training
2. Shauna Smith, Workforce Services Administrator, Office of Employment and Training
3. Deb Andersen, Interim Workforce Services Administrator
4. Dawn Carrillo, WIOA Program Analyst, Office of Employment & Training
5. Nicole Goodwin, Administrative Assistant, Office of Employment and Training

### Agenda item 3. Notice of Publication

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Nicole Goodwin announced that the Notice of Public Meeting was duly published, in accordance with the Nebraska Open Meetings Act, in the Beatrice Daily Sun, Grand Island Independent, Lincoln Journal Star, North Platte Telegraph, Omaha World Herald, and Scottsbluff Star-Herald. Nicole also announced that notice of the meeting was posted on the State of Nebraska Public Meeting Calendar.

### Agenda item 4. Approval of Minutes

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Chair Moravec called the Board's attention to the draft minutes from the last meeting of the Board held on April 20, 2020, which were included in the Board Members' meeting packets as Handout 1. The minutes were emailed to Members of the Board on August 28, 2020. Chair Moravec asked if Members Board had additions or corrections to the minutes. Kyle Nixon said that his name was misspelled as Kyle Nelson, and it was noted to be changed.

Chair Moravec opened the floor for public comment on the draft minutes. No public comments were made. James Hanson, Jr. motioned to approve the minutes of the April 20, 2020 meeting of the Board, and Bradley Schroeder seconded the motion. Members of the Board in attendance voted on the motion by voice vote. The vote carried unanimously.

Chair Moravec reminded the Board that agendas, minutes, and packets provided during meetings of the Board are available on Board's webpage, which is accessible at <https://dol.nebraska.gov/EmploymentAndTraining/LCRWP/WIOA/NWDB>.

### Agenda item 5. Old business

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#### a. Proposed amendment of the Bylaws

Chair Moravec addressed Board bylaws and the restructuring of subcommittees. The Board formally agreed to eliminate the evaluation review subcommittee and reassign its responsibilities and reappoint its members to one of the two remaining subcommittees. The Board also informally agreed to exclude members of the Board's executive committee from subcommittee service to ensure subcommittee meeting do not result in establishment of a quorum for the full Board. As discussed during the March meeting, implementation of the Boards informal decisions require amendment bylaws.

Chair Moravec introduced Deb Andersen to walk Board Members through subcommittee revisions.

Deb explained that revisions have been made because resignations have occurred since the subcommittees were formed, and current bylaws do not include provisions relating to resignations for members or chairs. Other revisions included:

- Align language in sections that refers to WIOA adult worker and youth annual report guidance issued earlier, so that it represents the true content of the reports.
- The phrase representing business has because it restricted the chair's ability to appoint a subcommittee chair from all available members on the board before it was just strictly business representatives.
- The total minimum number of required board members serving on the executive committee went from eleven to seven. This maximizes the ability for the executive committee to meet quorum when it forms instead of trying to pull together eleven people (half the Board).

There was an amendment to the provision restructuring the Board to eliminate the evaluation and review subcommittee. When it comes to selecting subcommittee chairs, it is now required that the chairs of the three existing subcommittee serve on the Board's executive committee with the elimination of the evaluation and review subcommittee revision to that section was necessary.

Chair Moravec opened the floor for questions or comments regarding the proposed changes. Hearing none, Chair Moravec asked for a motion to approve the proposed amendment to the bylaws. Lisa Wilson motioned the vote, and Becky Stitt seconded the motion. Members of the Board in attendance voted by roll-call vote on the motion. All Members of the Board voted in favor of the proposed amendments to the bylaws, and the motion carried.

Chair Moravec announces that the subcommittee appointments and reappointments will be decided before the December meeting of the Board. The Board will partner with Chair of the Nebraska Partner Council, Lindy Foley, to see if any of those council members are willing to serve on the board subcommittees.

#### Agenda item 6. New business

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##### a. 2020 Workforce Development Excellence Award

Chair Moravec introduced Dr. Marjorie Kostelnik, Faculty Ombud and Professor of Child, Youth, and Family Studies at the University of Nebraska- Lincoln, and asked her to present the 2020 Workforce Development Excellence Award.

Dr. Kostelnik introduced Ann Chambers. Ann has served as the Adult Education director at Central Community College since 1987, during which time more than 6,400 adults receive their GEDs. She also worked with Cargill in Columbus, NDOL, and Department of Education to implement English as a second language literacy skills and GED classes for Cargill employees. Ann was a Greater Nebraska Workforce Investment Board Member from 1998-2014.

Dr. Kostelnik presented Ann Chambers with the 2020 Workforce Development Excellence Award.

##### b. Combined State Plan for Nebraska's Workforce System

Chair Moravec introduced the next item of new business- a presentation from Brad Pierce, Interim Director of Employment and Training with the Nebraska department of Labor, on Nebraska's newly approved Combined State Plan. Brad's presentation is included as Handout 3 in the packet provided.

Brad covered Nebraska's current Combined State Plan's (CSP) Common Elements section of the plan, which analyzes the State's current economic environment and identifies the State's overall

vision for its workforce development system. The current state plan covers July 1, 2020 through June 30, 2021. Points of this plan include:

- Nebraska's vision is to be a national model for the delivery of workforce development services.
- Nebraska's two-part statewide goal for preparing an educated and skilled workforce that meets the need of employers includes prioritization of development of career pathways and alignment of the state's workforce development system.

Brad stated that through collaborations with the state and local boards, one-stop partners, and other workforce system partners across the state, all plan parties will work together to broaden use of state's common intake system. This comprehensive approach will help develop policies that support program and technology alignment, and disseminate online resources and information to support fully integrated customer service, among other things.

Strategies such as technology integration, policy development, online resources, and cross training/ technical assistance will all be important components to realizing the overall goals for workforce development system.

Annual assessments will be conducted for core programs based on performance reports which may be derived from NELDS. Core partners will also coordinate with state and local boards and agencies to focus on evaluations and research projects of core programs.

Brad Pierce thanked everyone involved in completing this year's State Plan and opened the floor for questions and comments.

Senator Jim Smith asked how firm the definition around partnering is.

Brad said they are synonymous, and that there is a defined list of what partners look like. The State has required core partners that must be include in the State Plan. Brad asked Deb Andersen how many partners there currently are in this particular plan. Deb answered that this cycle has 11 partners, six of which are core partners. There are 17 defined in law, and it depends from area to area whether or not each operate in that local area.

### c. Workforce Retraining Initiative

Chair Moravec introduced Shauna Smith, Reemployment Services Administrator with the Nebraska Department of Labor, and Allison Hatch, Talent Development Team Leader with the Nebraska Department of Economic Development, to present on the Workforce Training Initiative. Shauna's presentation is included at Handout 4 in the provided packet, and Allison's presentation is provided as a video.

Allison Hatch stated that Douglas County received \$166M from the Federal Coronavirus Relief Fund to help support individuals whose employment was impacted by layoff and furloughs caused by the pandemic. With it, DED is now managing four Coronavirus relief programs, including Workforce Retraining Initiative (WRI), which provides scholarships to Nebraska community colleges for individuals whose employment has been impacted by Coronavirus. \$14M of the \$16M that were set aside for WRI were dedicated to scholarships- the remaining funds were used for administrative costs.

Allison also stated that current federal guidelines require funds be extended by December 30, 2020. Training programs for WRI are allowed to be extended through the end of next May as long

as the scholarships are awarded by the end of this year. Colleges have till the end of October to accept applications and request WRI scholarship funds. DED is using some the administrative funds set aside to manage all four of the Coronavirus relief fund programs to support the marketing and promotion of WRI scholarships by hiring a marketing and PR firm out of Omaha.

Shauna Smith outlines some parameters for WRI eligibility:

- Individuals who started unemployment on or after March 13<sup>th</sup>.
- Individuals who were able to regain employment, but employment was either temporary or at a lesser wage opportunity than their previous job.

Shauna also stated that there are currently 200 approved programs throughout the state, and colleges are allowed to add to their list as they develop more programs and partnerships with employers. Each training program is developed to lead to high-demand, high-skill occupations. Scholarship awards are currently set at \$1,450 per award (\$1,100 for tuition and fees, and \$350 for books and other required tools for the students' program).

Colleges have received 4,000 scholarship applications, out of which 1,500 scholarships were awarded throughout the state of Nebraska.

Shauna opened the floor for questions or comments.

Kyle Nixon inquired about the length of the program.

Shauna explained that each program is different depending on the college and program; most are a few weeks to two months, but they have to be completed by May 2021.

Kyle Nixon asked whether there was a part of the program which helps students find a job upon completion

Shauna explained that each scholarship recipient is aligned with a career coach that helps them transition into employment. Training programs will transition into on-the-job learning opportunities, apprenticeship programs, and internships. The goal is to have recipients employed within three months of program completion.

Kyle Nixon inquired about how businesses get involved with individuals who have gone through the program.

Shauna explained that employers can reach out to NDOL with a list of occupations they have available. From there, NDOL can coordinate with the employer and student to coordinate behind the scenes to make sure it aligns with the business location and occupation with the program.

Mark Moravec asked how long the career coach is with a student.

Shauna explained that parameters haven't been set, but it is expected that the career coaches help meet the goal of employment three months after completion of training. The student could also be transferred to the Workforce Services and Programs through NDOL or their partners if they haven't found employment after three months.

Commissioner Albin inquired whether there is a possible extension for those who were laid off in the early days, from January 1 to March 13. He said we are seeing a lot of 'secondary closures'- instances where businesses that temporarily laid-off employees and intended to reopen but couldn't, thus creating permanent layoffs.

Shauna explained that it is something that should be explored. There have been instances of people being laid off prior to COVID, but they weren't able to find employment in their industry because of COVID.

Susan Martin inquired what the main reasons for eligibility were when only 1,500 awards were handed out, but 4,000 applications were received.

Shauna explained that either students have applied for multiple college programs, and came down to which scholarship the student decided to accept, or the colleges simply don't hear back from the student.

#### d. Workforce Retraining Initiative

Chair Moravec announced discussion of upcoming meeting dates as the next item on the agenda for New Business. Chair Moravec asks if there is a motion to approve the 2021 meeting dates and suggested locations. Brad Schroeder forwards the motion. Kyle Nixon seconds the motion. Roll is called, and the motion carries.

#### e. Member Updates

Chair Moravec asked Members of the Board for updates on their respective industries or organizations and local workforce development area activities for the Members who also serve on local workforce development boards. Members of the Board provided updates as requested.

#### Agenda item 7. Public Comment

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Chair Moravec opened the floor for public comment. No public comments were made.

#### Agenda item 8. Next Meeting – Date and Time

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Chair Moravec reminded the Members of the Board that the next meeting of the Board is scheduled for December 4, 2020 from 9a to 12p and will be tentatively held at the Administrative Services Building in the Development Center (lower level), Lincoln, Nebraska. If the date or time of the meeting changes, Members of the Board would be notified by email.

Members of the public may confirm the dates and times of the meetings of the Board by checking the Upcoming Meeting section of the Board's webpage. The Board's webpage is accessible at <https://dol.nebraska.gov/EmploymentAndTraining/LCRWP/WIOA/NWDB>.

#### Agenda item 9. Adjournment

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Chair Moravec asked for a motion to adjourn the meeting. Michael Geary motioned that the meeting be adjourned, and John Albin seconded the motion. Members of the Board in attendance voted by voice vote on the motion, which carried unanimously. The meeting adjourned at approximately 11a.



# Now Recruiting

## Handout 2

**Career Connections**  
POWERED BY  
**FACEBOOK**

# Employer Partners!

**Facebook's Career Connections Program is Seeking Businesses Looking to Expand Digitally and Host a Facebook Trained, Vetted & Paid-for Intern in [redacted]!**

We are offering an amazing opportunity for businesses in your community to expand their online presence by hosting a Facebook vetted and trained intern (summer 2021), accessing exclusive digital trainings and unlocking free ad credits.



## Sign Up Today!

<https://careerconnections.fb.com>

### ABOUT THE PROGRAM

We create jobs, train students and support businesses in local communities.

We equip underserved jobseekers with 21st century skills and connects them to Digital Marketing careers across the US. With a focus on underserved communities, we amplify the online presence of small businesses, while launching the careers of jobseekers.

### WHAT YOU GET

- A Summer Intern (2021) Trained & Vetted by Facebook and Paid by a Federal Workforce Development Grant
- Exclusive Training, Resources + Support
- Improved Social Media + Digital Presence
- A \$500 Facebook Ad Credit

### OUR RESULTS FROM

- 91% of Employer Partners would recommend the program to peers
- 85% of Employer Partners improved their online presence as a result of the program
- 91% of Employer Partners now feel equipped to run an internship
- 62% of Employer Partners gladly extended permanent job offers to their interns (3x the national average)

**Handout 3**



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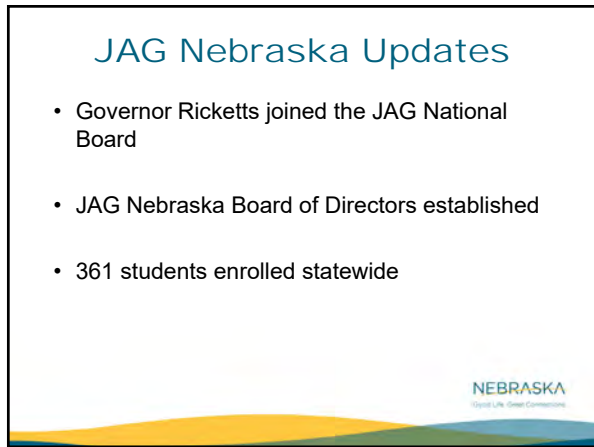
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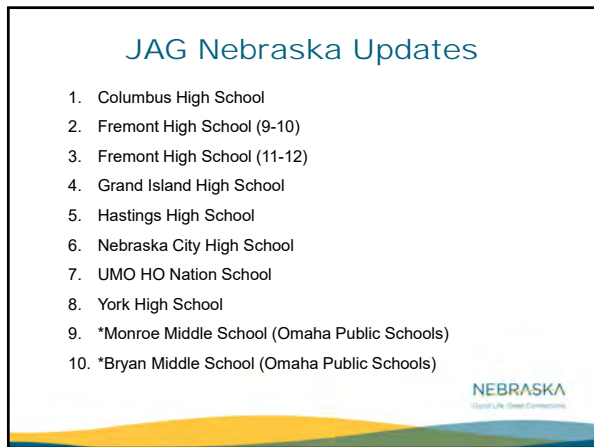
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### Performance Outcomes

JAG Outcome	Multi-Year Standard	JAG Nebraska 2019-2020
Graduation or GED/HS Equivalency	90%	100%
Employment including Military	60%	64%
Full-Time Employment (30 Hours/Week)	60%	70%
Total Full-Time Positive Outcomes (All but PTN)	75%	85%
Further Education Rate: All Post-Secondary, Credential or Certificate, Apprenticeship (Enrolled or Completed)		
*Baseline for Class of 2020	*35%	*30%

**NEBRASKA**  
Good Life. Great Connections.

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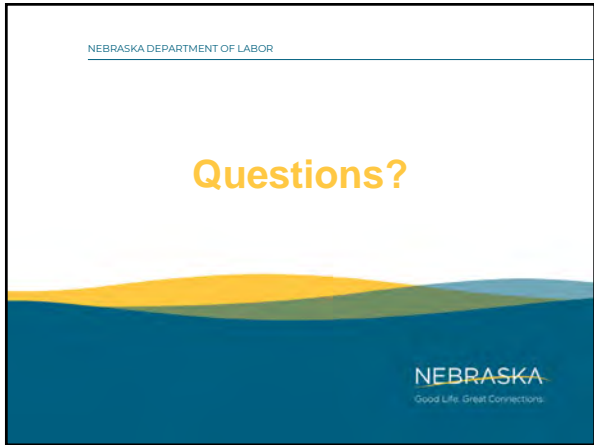
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**JAG|NE**



## Higher Graduation Rates with the **JAG Advantage**

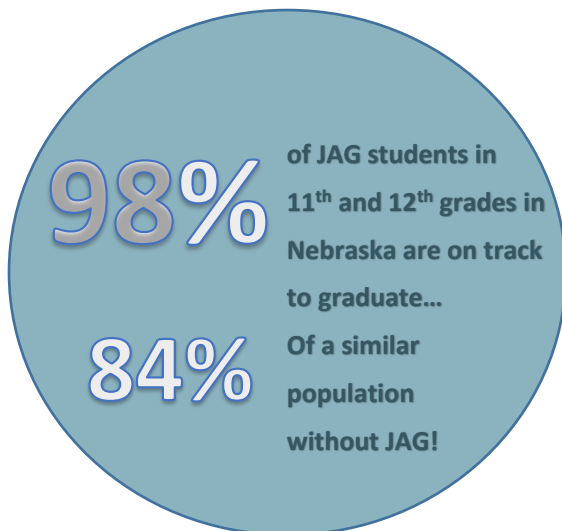
**100%** of JAG Students in Nebraska graduated in 2019 & 2020

...Compared to the **89%** graduation rate in Nebraska the same year.

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*Data shows – with the JAG Advantage, students are equipped with skills that will reduce negative behaviors, which leads to reduced absenteeism, while increasing GPA's and connecting students to community and employers.*

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*INCREASE IN AVERAGE GPA! In a Comparison Study performed on students in 2019-2020, JAG students increased their GPA – where students with similar barriers decreased their GPA without the JAG Advantage. Students in JAG also performed 15 hours of community service!*

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*“See what the JAG Advantage can do for your school and community!”*

**JAG-Nebraska Board of Directors**  
**January – December 2021**

<p><b>Pete Ricketts</b>          Governor          State of Nebraska</p>	<p><b>John Albin</b>          Commissioner          Nebraska Department of Labor</p>
<p><b>K.C. Belitz</b>          Director          Nebraska Community Foundation</p>	<p><b>Stacie Hardy</b>          Superintendent          Umo<sup>n</sup>ho<sup>n</sup> Nation Public Schools</p>
<p><b>DeLayne Havlovic</b>          Career Education &amp; Programming          Omaha Public Schools</p>	<p><b>Ted Hibbeler</b>          Tribal Education &amp; Engagement Education /          UNL / Extension Division          Tribal Education &amp; Engagement Extension Dir.</p>
<p><b>Lisa Hurley</b>          Executive Director          York County Development Corporation</p>	<p><b>Heidi Isley</b>          Director          Associated Staffing, Inc.</p>
<p><b>Dan Phillips</b>          Director of Innovation for College &amp; Career          Readiness          Grand Island Public Schools</p>	<p><b>Dan Waters</b>          Partner          Lamson, Dugan &amp; Murray LLP          (UWM Board Member)</p>
<p><b>Brian Woolfolk</b>          Head of Institutional Division          Pacific Life          (UWM Board Member)</p>	

*Please note we continue to recruit diverse leaders from our community to serve on the JAG Nebraska Board of Directors.*



JAG Nebraska is currently operated in nine (9) schools, representing eight (8) school districts in Nebraska and ten (10) collective JAG Nebraska programs:

1. Columbus High School
  2. Fremont High School (9-10) (11-12)
  3. Grand Island High School
  4. Hastings High School
  5. Nebraska City High School
  6. UMO HO Nation School
  7. York High School
  8. \*Monroe Middle School (Omaha Public Schools)
  9. \*Bryan Middle School (Omaha Public Schools)
- \*new

In August of 2021, Benson High School and Bryan High School of Omaha Public Schools will implement JAG programming for 9<sup>th</sup> & 10<sup>th</sup> grades.

Currently, JAG Nebraska serves 361 students.

### JAG Nebraska Performance Outcomes

*JAG National has revised the standards to include "Further Education Rate" to include all post-secondary, credential, certificate or apprenticeship enrollments or completions. We are actively collaborating with education providers and employers to build JAG Nebraska in this area.*

JAG Outcome	Multi-Year Standard	JAG Nebraska 2019-2020
Graduation or GED/HS Equivalency	90%	100%
Employment including Military	60%	64%
Full-Time Employment (30 Hours/Week)	60%	70%
Total Full-Time Positive Outcomes (All but PTN)	75%	85%
Further Education Rate: All Post-Secondary, Credential or Certificate, Apprenticeship (Enrolled or Completed) *Baseline for Class of 2020	*35%	*30%

### JAG Nebraska Successes

- Increase in GPA's
- Decrease in office referrals
- JAG Nebraska students are on-track to graduate

**Workforce Development Activities (Title I of WIOA)**  
**Wagner Peyser Act (as amended by Title III of WIOA)**  
**Negotiated Levels of Performance for PY 2020 and 2021**

## Nebraska

### Workforce Development Activities

<u>Adult</u>	PY 2020	PY 2021
Employment Rate 2 <sup>nd</sup> Quarter after Exit	78.0%	78.0%
Employment Rate 4 <sup>th</sup> Quarter after Exit	78.5%	78.5%
Median Earnings 2 <sup>nd</sup> Quarter after Exit	\$6,300	\$6,300
Credential Attainment within 4 Quarters after Exit	61.0%	61.0%
Measurable Skill Gains	41.0%	41.0%
<u>Dislocated Worker</u>		
Employment Rate 2 <sup>nd</sup> Quarter after Exit	86.4%	86.4%
Employment Rate 4 <sup>th</sup> Quarter after Exit	85.9%	85.9%
Median Earnings 2 <sup>nd</sup> Quarter after Exit	\$8,250	\$8,250
Credential Attainment within 4 Quarters after Exit	60.0%	60.0%
Measurable Skill Gains	45.0%	45.0%
<u>Youth</u>		
Employment or Education Rate 2 <sup>nd</sup> Quarter after Exit	78.0%	78.0%
Employment or Education Rate 4 <sup>th</sup> Quarter after Exit	77.0%	77.0%
Median Earnings 2 <sup>nd</sup> Quarter after Exit	\$3,545	\$3,545
Credential Attainment within 4 Quarters after Exit	54.8%	54.8%
Measurable Skill Gains	41.8%	41.8%

### Wagner Peyser Act

<u>Wagner Peyser</u>		
Employment Rate 2 <sup>nd</sup> Quarter after Exit	73.0%	73.0%
Employment Rate 4 <sup>th</sup> Quarter after Exit	73.0%	73.0%
Median Earnings 2 <sup>nd</sup> Quarter after Exit	\$6,300	\$6,300

<b>Workforce Development Activities (WIOA Title I)</b>
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<b>Negotiated Levels of Performance for PY 2020 and PY 2021</b>
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**Greater Lincoln**

**Workforce Development Activities**

<b><u>Adult</u></b>	<b>PY 2020</b>	<b>PY 2021</b>
Employment Rate 2 <sup>nd</sup> Quarter after Exit	79%	79%
Employment Rate 4 <sup>th</sup> Quarter after Exit	79%	79%
Median Earnings 2 <sup>nd</sup> Quarter after Exit	\$7,749	\$7,749
Credential Attainment Rate within 4 Quarters after Exit	77%	77%
Measurable Skill Gains	42%	42%

<b><u>Dislocated Worker</u></b>	<b>PY 2020</b>	<b>PY 2021</b>
Employment Rate 2 <sup>nd</sup> Quarter after Exit	89%	89%
Employment Rate 4 <sup>th</sup> Quarter after Exit	92%	92%
Median Earnings 2 <sup>nd</sup> Quarter after Exit	\$8,590	\$8,590
Credential Attainment Rate within 4 Quarters after Exit	66%	66%
Measurable Skill Gains	55%	55%

<b><u>Youth</u></b>	<b>PY 2020</b>	<b>PY 2021</b>
Employment Rate 2 <sup>nd</sup> Quarter after Exit	79%	79%
Employment Rate 4 <sup>th</sup> Quarter after Exit	78%	78%
Median Earnings 2 <sup>nd</sup> Quarter after Exit	\$3,550	\$3,550
Credential Attainment Rate within 4 Quarters after Exit	55%	55%
Measurable Skill Gains	50%	50%

<b>Workforce Development Activities (WIOA Title I)</b>
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<b>Negotiated Levels of Performance for PY 2020 and PY 2021</b>
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**Greater Nebraska**

**Workforce Development Activities**

<b><u>Adult</u></b>	<b>PY 2020</b>	<b>PY 2021</b>
Employment Rate 2 <sup>nd</sup> Quarter after Exit	83%	83%
Employment Rate 4 <sup>th</sup> Quarter after Exit	79%	79%
Median Earnings 2 <sup>nd</sup> Quarter after Exit	\$6,300	\$6,300
Credential Attainment Rate within 4 Quarters after Exit	63%	63%
Measurable Skills Gains	62%	62%
<b><u>Dislocated Worker</u></b>	<b>PY 2020</b>	<b>PY 2021</b>
Employment Rate 2 <sup>nd</sup> Quarter after Exit	89%	89%
Employment Rate 4 <sup>th</sup> Quarter after Exit	86%	86%
Median Earnings 2 <sup>nd</sup> Quarter after Exit	\$8,250	\$8,250
Credential Attainment Rate within 4 Quarters after Exit	61%	61%
Measurable Skills Gains	68%	68%
<b><u>Youth</u></b>	<b>PY 2020</b>	<b>PY 2021</b>
Employment Rate 2 <sup>nd</sup> Quarter after Exit	83%	83%
Employment Rate 4 <sup>th</sup> Quarter after Exit	81%	81%
Median Earnings 2 <sup>nd</sup> Quarter after Exit	\$5,290	\$5,290
Credential Attainment Rate within 4 Quarters after Exit	55.8%	55.8%
Measurable Skills Gains	56%	56%

<b>Workforce Development Activities (WIOA Title I)</b>
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<b>Negotiated Levels of Performance for PY 2020 and PY 2021</b>
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**Greater Omaha**

**Workforce Development Activities**

<b><u>Adult</u></b>	<b>PY 2020</b>	<b>PY 2021</b>
Employment Rate 2 <sup>nd</sup> Quarter after Exit	78.5%	78.5%
Employment Rate 4 <sup>th</sup> Quarter after Exit	79.5%	79.5%
Median Earnings 2 <sup>nd</sup> Quarter after Exit	\$6,400	\$6,400
Credential Attainment Rate within 4 Quarters after Exit	62%	62%
Measurable Skill Gains	42%	42%
<b><u>Dislocated Worker</u></b>	<b>PY 2020</b>	<b>PY 2021</b>
Employment Rate 2 <sup>nd</sup> Quarter after Exit	87.4%	87.4%
Employment Rate 4 <sup>th</sup> Quarter after Exit	86%	86%
Median Earnings 2 <sup>nd</sup> Quarter after Exit	\$8,400	\$8,400
Credential Attainment Rate within 4 Quarters after Exit	70%	70%
Measurable Skill Gains	46%	46%
<b><u>Youth</u></b>	<b>PY 2020</b>	<b>PY 2021</b>
Employment Rate 2 <sup>nd</sup> Quarter after Exit	79%	79%
Employment Rate 4 <sup>th</sup> Quarter after Exit	78%	78%
Median Earnings 2 <sup>nd</sup> Quarter after Exit	\$3,550	\$3,550
Credential Attainment Rate within 4 Quarters after Exit	55.8%	55.8%
Measurable Skill Gains	42.8%	42.8%



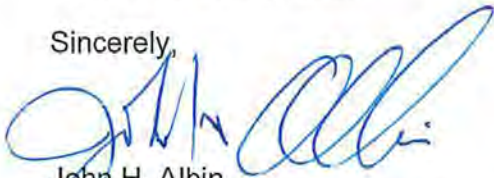
January 15, 2021

Christopher Mendoza  
Workforce Development Specialist  
USDOL/ETA Region V  
230 South Dearborn Street, 6<sup>th</sup> Floor  
Chicago, IL 60604

Dear Chris,

Attached to this letter is the State's response to the report on the WIOA Key Provision Enhanced Desk Monitoring Review (EMDR) of the Greater Nebraska Workforce Development Area (GNWDA) and the Nebraska Department of Labor (NDOL), which was conducted September 28, 2020 – October 5, 2020.

Sincerely,



John H. Albin  
Commissioner/State WIOA Liaison,  
Nebraska Department of Labor

cc: Katie Thurber, General Counsel, NDOL  
Bradley Pierce, Director, Division of Reemployment Services, NDOL  
Deb Andersen, Administrator, Division of Reemployment Services, NDOL  
Bobbi Jo Howard, Administrator, GNWDA

Attachment 1: State response to the WIOA Key Provision EMDR report

Addendum 1: State current annual schedule for monitoring of all local area Title I programs

## **Attachment 1: State response to the WIOA Key Provision EMDR report**

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### **Finding 1: Non-compliant Monitoring – State** (Indicator 2.f: Subrecipient Management & Oversight)

The State does not conduct programmatic monitoring of its WIOA Title I Adult, Dislocated Worker and Youth programs, as required. While the State has been providing sporadic oversight of WIOA, this oversight does not meet the statutory or regulatory requirements.

20 CFR 683.410(a), states: Each recipient and subrecipient of funds under title I of WIOA and under the Wagner-Peyser Act must conduct regular oversight and monitoring of its WIOA and Wagner- Peyser Act program(s) and those of its subrecipients and contractors as required under title I of WIOA and the Wagner-Peyser Act....in order to:

- (1) determine that expenditures have been made against the proper cost categories and within the cost limitations specified in WIOA and the regulations in this part;
- (2) determine whether there is compliance with other provisions of WIOA and the WIOA regulations and other applicable laws and regulations;
- (3) assure compliance with 2 CFR part 200; and
- (4) determine compliance with the nondiscrimination, disability, and equal opportunity requirements of Sec. 188 of WIOA, including the Assistive Technology Act of 1998 (29 U.S.C. 3003). Additionally, 20 CFR 683.410(b)(2)(i) requires the State to conduct annual on-site reviews of local areas to assess compliance with 2 CFR 200 provisions.

The State has experienced high turnover in its monitoring position in recent years. This has contributed to the lack of consistent monitoring. At the time of the review, the State had just hired a new State monitor.

Regular oversight helps to ensure compliance with requirements, effective service provision, and achievement of performance and expenditure goals. Failure to monitor WIOA programs could result in compliance issues with key tenets of the regulations, such as the universal access, nondiscrimination, and affirmative action requirements, as well as issues with the quality or effectiveness of services.

**Required Action:** The State must ensure it conducts monitoring of its WIOA Title I programs to the full extent described above. In addition, the State must establish an annual schedule for monitoring all local areas. In its response to this report, the State must describe the steps it will take to ensure it conducts thorough monitoring and monitoring follow-up activities that are compliant with the requirements above. The State must provide a copy of its monitoring schedule and its next WIOA Title I monitoring report, in order to resolve this Finding.

**State's response:** The State has taken preliminary steps to resolve this finding.

- The State provided an updated annual schedule for monitoring of all local area Title I programs to the Region V Federal Project Officer (FPO) during the review, which is included as Addendum 1 to this response. As stated in Addendum 1, the schedule is subject to revision.

- The State is currently developing a comprehensive state-level monitoring manual for Title I programs, based in part on the Federal Core Monitoring Guide and the Federal Youth Monitoring Supplement, as well as Title III Wagner-Peyer monitoring requirements. During the EMDR, the FPO offered technical assistance regarding development of the manual, including review of the State's proposed comprehensive monitoring manual. The State will coordinate with the FPO regarding development and review of the proposed manual.
- The State will provide a copy of its next Title I monitoring report to the FPO.

**Finding 2: One Entity Performing Multiple Roles in the Absence of Required Agreements – State (Indicator 3.a.3: Compliance with Applicable Laws and Regulations)**

NDOL fulfills multiple roles in the Greater Nebraska local area without the required agreement(s) to demonstrate adequate internal controls and separation of duties. NDOL is simultaneously the fiscal agent, staff to the local WDB, one-stop operator, and Title I service provider in the local area. The reviewer found no evidence of how the State fulfills all of these roles and performs all of the required functions that are attached to each of these roles in a manner that is free from conflict of interest. This issue is particularly critical in the area of monitoring and oversight. However, there are also a number of other incompatible functions that are at play in this structure which must also be separated.

20 CFR 679.430 prescribes that any organization that has been selected or otherwise designated to perform multiple functions/roles must develop a written agreement with the local WDB and CEO to clarify how the organization will carry out its responsibilities while demonstrating compliance with WIOA and corresponding regulations, relevant Office of Management and Budget circulars, and the State's conflict of interest policy.

The purpose for this agreement(s) is to demonstrate how any inherently incompatible duties in the chosen operating methodology are carried out in a manner that is free from any actual or perceived conflict. An effective agreement will serve to record and formalize the steps the State and local area are taking to maintain organizational separation between and among all of the roles/functions that NDOL is performing.

The failure to establish the required agreement(s) is likely due to a lack of awareness and/or understanding around what specifically is required, when the State agency fulfills all of these roles.

**Required Action:** The State must work with the local WDB and CEO to establish the agreement(s) described at 20 CFR 679.430. Since the State staffs the local WDB, the agreements must be established with the approval of the volunteer local WDB membership and signature of the local WDB Chair. The Regional Office is available to provide technical assistance on how adequate separation of functions/duties can be accomplished within the existing structure in the Greater Nebraska local area. The State must submit ratified agreements to resolve this Finding.

**State's response:** The State is working with the FPO regarding to prepare the necessary agreements. The State met with the FPO on January 7, 2021 to discuss resolution of this finding. During the meeting, the State:

- advised that a state-level internal controls policy is under development regarding adequate separation of functions and duties when individuals or organizations have multiple roles within a local workforce development area and will coordinate with the FPO during development and finalization of the policy; and
- requested examples of *multiple roles* agreements established by other states and the FPO is working to obtain those agreements.

The State will continue to work with the FPO, as well as the GNWDB and GNWDA administrative entity staff, to resolve this finding and ensure agreements address internal controls.

## Addendum 1: State current annual schedule for monitoring of all local area Title I programs



### Comprehensive Monitoring Plan

### Workforce Innovation and Opportunity Act (WIOA)

Nebraska Department of Labor (NDOL) Office of Employment and Training 550 South 16 <sup>th</sup> Street Lincoln, NE 68508 <a href="mailto:ndol.state_monitor@nebraska.gov">ndol.state_monitor@nebraska.gov</a> <a href="mailto:ndol.wioa_policy@nebraska.gov">ndol.wioa_policy@nebraska.gov</a>	Effective date September 29, 2020 Supersedes None
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### Program Year 2020 Comprehensive Monitoring Plan

During Program Year 2020, the Nebraska Department of Labor (NDOL) will implement its new Comprehensive Monitoring Program. The purposes of the Comprehensive Monitoring Program are to evaluate:

- management and administration of WIOA Title I grants to local workforce development areas;
- quality of programs and services funded by the grants; and
- performance of the grants to determine if local workforce development boards and local WIOA Title I programs are operating:
  - in compliance with Federal and State laws, regulations, rules, and guidance, as well as grant agreements established between NDOL and local workforce development boards; and
  - in a manner that ensures achievement of State and local negotiated levels of performance.

Comprehensive monitoring will be conducted by the State Monitor in accordance with the revised State Monitoring Manual, which will be published in the near future. In general, comprehensive monitoring will focus on service design and delivery, grant operations, and financial management. Local workforce development areas will be notified of the specific focus of the comprehensive monitoring. In addition, comprehensive monitoring of each local workforce development area will be conducted over a four-month period during the program year. However, during Program Year 2020, the comprehensive monitoring periods will be shortened to two months due to the mid-program year implementation of the Comprehensive Monitoring Program.

Table 1. Program Year 2020 Comprehensive Monitoring Schedule<sup>1</sup>

Monitoring period	Local Workforce Development Area
January 2020 and February 2020	Greater Omaha Workforce Development Area
March 2020 and April 2020	Greater Lincoln Workforce Development Area
May 2020 and June 2020	Greater Nebraska Workforce Development Area

<sup>1</sup> The Monitoring Schedule is subject to revision.



**Pete Ricketts**  
Governor

**Handout 10**

**STATE OF NEBRASKA**

**OFFICE OF THE GOVERNOR**

P.O. Box 94848 • Lincoln, Nebraska 68509-4848  
Phone: (402) 471-2244 • [pete.ricketts@nebraska.gov](mailto:pete.ricketts@nebraska.gov)

October 15, 2020

John H. Albin  
Commissioner of Labor/State WIOA Liaison  
Nebraska Department of Labor  
P.O. Box 94600  
Lincoln, NE 68509-4600

Dear Commissioner Albin,

As required under the Workforce Innovation and Opportunity Act of 2014 (WIOA), I hereby designate the entire State of Nebraska as a planning region. Also, as required under WIOA, I assign all of Nebraska's local workforce development areas to the Statewide Planning Region:

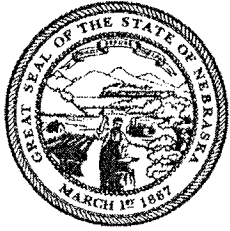
1. Greater Omaha Workforce Development Area
2. Greater Lincoln Workforce Development Area
3. Greater Nebraska Workforce Development Area

Sincerely,

A handwritten signature in blue ink that reads "Pete Ricketts".

Pete Ricketts  
Governor

cc: Mark Moravec, Chair, Nebraska Workforce Development Board  
Bradley Pierce, Director, Office of Employment and Training  
Deb Andersen, Interim Administrator of Reemployment Services



**Pete Ricketts**  
Governor

STATE OF NEBRASKA

DEPARTMENT OF LABOR

John H. Albin, Commissioner

P.O. Box 94600 • Lincoln, NE 68509-4600

Phone: 402.471.9000 • dol.nebraska.gov

**To:** Governor Pete Ricketts

**From:** John H. Albin, Commissioner of Labor/State WIOA Liaison

**Date:** October 15, 2020

**Subject:** Designation of a Statewide Planning Region

In 2016, the Governor designated three planning regions as required under the Workforce Innovation and Opportunity Act of 2014 (WIOA) and assigned Nebraska's local workforce development areas to the planning regions:

1. Greater Omaha Workforce Development Area was assigned to the Metro Region (covering Dodge, Douglas, Cass, Sarpy, Saunders, and Washington Counties)
2. Greater Lincoln Workforce Development Area was assigned to the Southeast Region (covering Fillmore, Gage, Jefferson, Johnson, Lancaster, Nemaha, Otoe, Pawnee, Richardson, Saline, Seward, Thayer, and York Counties)
3. Greater Nebraska Workforce Development Area was assigned to the Greater Nebraska Region (covering the remaining 74 counties in Nebraska)

Because the boundaries of each planning region include counties from multiple local areas, it was necessary for the State to obtain a waiver to retain the designated planning regions and assignments of the local areas. The State's waiver expired on June 30, 2020. Submission of a new waiver request to retain the State's existing three planning regions and local area assignments has been considered. Four factors were evaluated:

1. Burden placed on local areas regarding regional planning and development of regional plans: WIOA requires that local areas assigned to a planning region participate in regional planning activities and development of a regional plan. Under the waiver, the Greater Lincoln and Greater Omaha Workforce Development Areas were required to participate in regional planning activities and development of two regional plans due to the overlapping planning region and local area boundaries; and the Greater Nebraska Workforce Development Area was required to participate in planning activities for development of three regional plans. Involvement in the development of multiple regional plans has proven to place an excessive burden on each local area and ineffective regarding efficient use of local area resources.

2. Current commuting patterns of Nebraska's workers: Statewide commuting patterns of Nebraska workers were key factors in identifying the State's original planning regions in 2016. Commuting patterns of Nebraska's workers were reevaluated based on 2020 data, which revealed that commuting patterns have shifted materially since 2016.
3. Mobility of individuals participating in WIOA Title IB adult, dislocated worker, and youth programs: An evaluation of the in-state mobility of individuals participating in Title IB programs showed that a significant number of job seekers and workers are relocating within the State and seeking Title IB employment and training services in two or more local areas. This indicates that a statewide, planned, and coordinated approach to delivery of Title IB program services across all local areas under the framework of a single statewide regional plan would benefit job seekers and workers, as well as employers.
4. The goals and strategies of the Combined State Plan for Nebraska's Workforce System for July 1, 2020 through June 30, 2024: The goals and strategies in the Combined State Plan focus on alignment of the State's workforce development system and prioritization of development of career pathways for Nebraska's job seekers, workers, and employers. To implement the goals and strategies defined in the Combined State Plan, it is important that Nebraska's local areas work collaboratively, under the framework of a single statewide regional plan, in partnership with the Nebraska Workforce Development Board, the Combined State Plan partners, one-stop delivery system partners, and other workforce system partners.

For these reasons, the Nebraska Department of Labor recommends the establishment of a single statewide planning region and assignment of all three local areas to the statewide planning region.



# Handout 11



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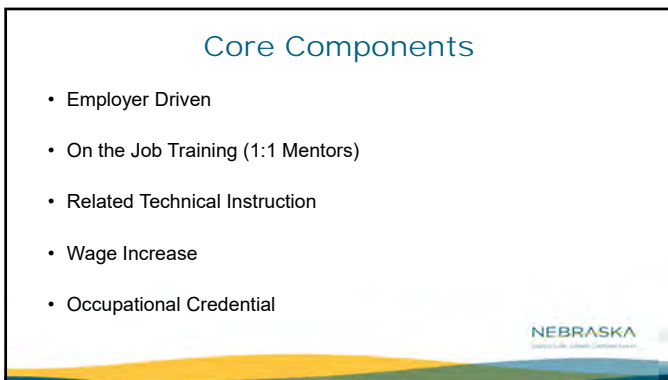
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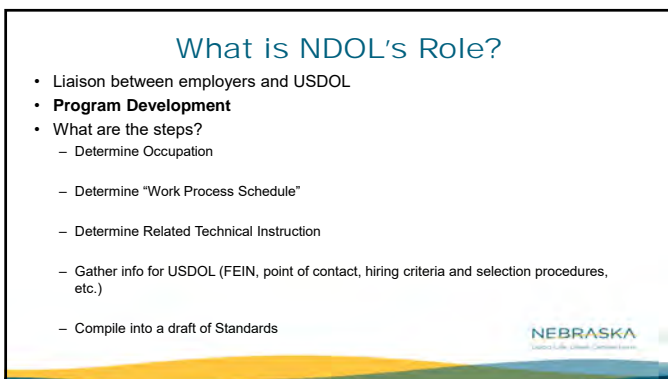
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### What is NDOL's Role? cont'd

- Submit draft of standards to USDOL for preliminary review
- Send standards to employer and or school for review and signatures
- After obtaining signatures, submit them to USDOL for final approval
- Connect with job center for hiring needs



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### Benefits of Registered Apprenticeship

- 87% Retention Rate
- \$1.47 for every \$1 invested
- Increased skills for workers
- Proven and effective model
- Eligible for various grant opportunities
- RA is GI Bill Approved



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### Registered Apprenticeship Metrics

- As of January 2021, NE has a total of 3,702 apprentices enrolled in Registered Apprenticeship Programs.
- During FY'19 (Oct 1 2019 to Sept 30 2020), 2,516 new apprentices began Registered Apprenticeship Programs for a total of 3,661 Registered Apprentices in NE.
- As of Feb 2021, there are currently 114 active Registered Apprenticeship Programs with 156 participating employer partners in Nebraska.
- The variety of industries for active RAP's in NE include: trades, healthcare, manufacturing, technology, energy, culinary, and workforce development.



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# Components of a Registered Apprenticeship



## 1. Business Involvement

Employers are the foundation of every Registered Apprenticeship (RA) program.

- Employer-driven
- Employers may choose to train new employees or upskill current staff

## 2. Structured On-the-Job Training

Apprentices receive on-the-job training from an experienced mentor for typically not less than one year.

- Includes hands-on learning component;
- Mentors are paired with apprentices to help support and teach the technical and work-readiness skills related to the job

## 3. Related Instruction

Apprentices combine on-the-job learning with technical education from community colleges, technical schools, apprenticeship training schools, online courses, or classes held at the job site.

- Classroom learning component
- Can be delivered via the Internet, in a classroom, by vendors, or on-site using in-house (employer) experts

## 4. Rewards for Skill Gains

Apprentices receive increases in wages as they gain higher level skills.

- Apprenticeship is an “earn and learn” model where apprentices are paid while they learn the skills required to perform the job duties
- At least one wage increase must be built into an RA program; employers can include more than one wage increase in the RA program

## 5. National Occupational Credential

Registered Apprenticeship programs result in a nationally-recognized credential—a 100% guarantee to employers that apprentices are fully qualified for the job.

- Apprentices receive a certificate from the United States Department of Labor at the conclusion of the program
- The USDOL certification is a national credential and is transferrable between states



February 23, 2021

John H. Albin  
Commissioner/State WIOA Liaison  
Nebraska Department of Labor  
550 South 16<sup>th</sup> Street  
Lincoln, NE 68508

Dear Commissioner Albin,

As permitted under Section 5.3(b) of the bylaws of the Nebraska Workforce Development Board (the Board), I hereby appoint the following Members of the Board and non-members of the Board to the Board's *Policy and Oversight Subcommittee*:

1. James Hanson, Jr., role: Subcommittee Chair (Board Member);
2. Don Nordell, role: Subcommittee Vice Chair (Board Member);
3. Greg Adams, role: Subcommittee Member (Board Member);
4. Senator Joni Albrecht, role: Subcommittee Member (Board Member);
5. Elizabeth Babcock, role: Subcommittee Member (Board Member);
6. Tony Goins, role: Subcommittee Member (Board Member);
7. Tate Lauer, role: Subcommittee Member (Board Member);
8. Terri Ridder, role: Subcommittee Member (Board Member);
9. Paul Turman, role: Subcommittee Member (Board Member);
10. Lisa Wilson, Subcommittee Member (Board Member);
11. Madhavi Bhadbhade, role: Subcommittee Member (non-member of the Board);
12. Syndney Kobza, role: Subcommittee Member (non-member of the Board);
13. Victoria Rasmussen, role: Subcommittee Member (non-member of the Board); and
14. Deb Andersen, role: NDOL advisor.

In addition, hereby appoint the following Members of the Board and non-members of the Board to the Board's *Strategy and Innovation Subcommittee*:

1. Michael Geary, role: Subcommittee Chair (Board Member);
2. Jim Smith, role: Subcommittee Vice Chair (Board Member);
3. Kyle Arganbright, role: Subcommittee Member (Board Member);
4. Gary D. Dixon, Jr., role: Subcommittee Member (Board Member);
5. Jason Feldhaus, role: Subcommittee Member (Board Member);
6. Lindy Foley, role: Subcommittee Member (Board Member);
7. Susan Martin, role: Subcommittee Member (Board Member);
8. Kyle J. Nixon, role: Subcommittee Member (Board Member);

9. Jennifer Sedlacek, role: Subcommittee Member (Board Member);
10. Dannette Smith, role: Subcommittee Member (Board Member);
11. Becky L. Stitt, role: Subcommittee Member (Board Member);
12. Jody Stutzman, role: Subcommittee Member (non-member of the Board);
13. Allison Hatch, role: Subcommittee Member (non-member of the Board);
14. Katie Graham, role: Subcommittee Member (non-member of the Board);
15. Carlos Serván, role: Subcommittee Member (non-member of the Board);
16. Will Varicak, role: Subcommittee Member (non-member of the Board); and
17. Bradley Pierce, role: NDOL advisor.

The required membership of the Board's Executive Committee is defined in Section 5.3(a) of the Board's bylaws. During the March 6, 2020 meeting of the Board, the Board agreed to exclude Executive Committee Members from subcommittee service. The following Members of the Board were not considered for subcommittee service as I am recommending each for appointment to the Board's *Executive Committee*:

1. Mark Moravec, Board Chair, required member;
2. Bradley Schroeder, Board Vice Chair, required member;
3. John Albin, Commissioner of Labor, required member;
4. Phil Bakken, recommended for appointment as workforce (youth) representative, required category of representation;
5. Brian E. Deakin, recommended for appointment as a business representative, required category of representation;
6. Allan F. Hale, recommended for appointment as workforce (labor organization) representative, required category of representation; and
7. Carol A. Swigart, recommended for appointment as a business representative, required category of representation.

The subcommittee appointments stated in this letter and the attached subcommittee membership rosters supersede and cancel all prior subcommittee appointments and rosters.

Sincerely,



Mark Moravec  
Chair, Nebraska Workforce Development Board  
Business Development Manager, Chief Industries, Inc.

cc: Bradley Pierce, Reemployment Services Director, NDOL  
Deb Andersen, Reemployment Services Administrator, NDOL  
Dawn Carrillo, Program Analyst, NDOL  
Erica Sousek, Program Coordinator, NDOL  
Members of the Board  
Non-members of the Board of appointed to Subcommittees

Attachment 1: Subcommittee Membership Rosters

Attachment 1: Subcommittee Membership Rosters

**Policy and Oversight Subcommittee**

First	Last	Board representation category	Professional affiliation	Subcommittee role
James	Hanson, Jr.	Business	Owner/Founder, inTouch Communications	<b>Subcommittee Chair</b> (Board Member)
Don	Nordell	Business	Director, Black Hills Energy	<b>Subcommittee Vice Chair</b> (Board Member)
Greg	Adams	Workforce	Executive Director, Nebraska Community College Association	Subcommittee Member (Board Member)
Joni	Albrecht	Legislative	Senator, Nebraska Legislature	Subcommittee Member (Board Member)
Elizabeth	Babcock	Business	Director of Communication and Talent Development, Adams Land & Cattle, LLC	Subcommittee Member (Board Member)
Tony	Goins	Government (NDED)	Director, Nebraska Department of Economic Development	Subcommittee Member (Board Member)
Tate	Lauer	Government (Title II)	State Director of Adult Education, Nebraska Department of Education	Subcommittee Member (Board Member)
Terri	Ridder	Business	HR Manager, Franciscan Care Services, Inc.	Subcommittee Member (Board Member)
Paul	Turman	Workforce	Chancellor, Nebraska State College System	Subcommittee Member (Board Member)
Lisa	Wilson	Business	Plant HR Manager, Case New Holland Industrial (CNHI)	Subcommittee Member (Board Member)
Madhavi	Bhadbhade	Not applicable	Program Coordinator, Nebraska Department of Health and Human Services, State Unit on Aging	Subcommittee Member (non-member of the Board, Nebraska Partner Council representative)
Syndney	Kobza	Not applicable	Assistant State Director, Nebraska Department of Education, Career and Technical Education	Subcommittee Member (non-member of the Board, Nebraska Partner Council representative)
Victoria	Rasmussen	Not applicable	Assistant Director, Nebraska Vocational Rehabilitation	Subcommittee Member (non-member of the Board, Nebraska Partner Council representative)
Deb	Andersen	Not applicable	Reemployment Services Administrator, Nebraska Department of Labor	NDOL advisor

## Strategy and Innovation Subcommittee

First	Last	Board representation category	Professional affiliation	Subcommittee role
Michael	Geary	Business	Owner, CMG Holdings	<b>Subcommittee Chair</b> (Board Member)
Jim	Smith	Business	Executive Director, Blueprint Nebraska	<b>Subcommittee Vice Chair</b> (Board Member)
Kyle	Arganbright	Local Chief Elected Official	Mayor, City of Valentine	Subcommittee Member (Board Member)
Gary D.	Dixon, Jr	Workforce, Apprenticeship	Financial/Secretary-Treasurer, Steamfitters and Plumbers Local 464	Subcommittee Member (Board Member)
Jason	Feldhaus	Workforce, Youth	Vice President of Connected Youth Initiatives, Nebraska Children and Families Foundation	Subcommittee Member (Board Member)
Lindy	Foley	Government (WIOA Title IV)	Director, Nebraska VR Program	Subcommittee Member (Board Member)
Susan	Martin	Workforce, Labor Organization	President/Secretary-Treasurer, Nebraska State AFL-CIO	Subcommittee Member (Board Member)
Kyle J.	Nixon	Business	General Manager, Novozymes	Subcommittee Member (Board Member)
Jennifer	Sedlacek	Business	Senior Director, PTC Operations, Union Pacific Railroad	Subcommittee Member (Board Member)
Dannette	Smith	Government (DHHS)	Chief Executive Officer, Nebraska Department of Health and Human Services	Subcommittee Member (Board Member)
Becky L	Stitt	Business	Regional Human Resources Manager, Western Sugar Cooperative	Subcommittee Member (Board Member)
Jody	Stutzman	Not applicable	Regional Director, Proteus, Inc.	Subcommittee Member (non-member of the Board, Nebraska Partner Council representative)
Allison	Hatch	Not applicable	Talent Development Team Leader, Nebraska Department of Economic Development	Subcommittee Member (non-member of the Board, Nebraska Partner Council representative)
Katie	Graham	Not applicable	State Director, Nebraska Department of Education, Career and Technical Education	Subcommittee Member (non-member of the Board, Nebraska Partner Council representative)
Carlos	Serván	Not applicable	Executive Director, Nebraska Commission for the Blind and Visually Impaired	Subcommittee Member (non-member of the Board, Nebraska Partner Council representative)
Will	Varicak	Not applicable	Program Manager, Nebraska Department of Health and Human Services, Medicaid Program	Subcommittee Member (non-member of the Board, Nebraska Partner Council representative)
Bradley	Pierce	Not applicable	Director of Reemployment Services, Nebraska Department of Labor	NDOL advisor